

Team Development Assessment



The Extended DISC® Team Development Assessment is based on the responses given in the Extended DISC® Individual Assessment. This multi-person report should not be the sole criterion for making decisions about this team. The purpose of this report is to provide supporting information for the team and management.

Date:

24.08.2026

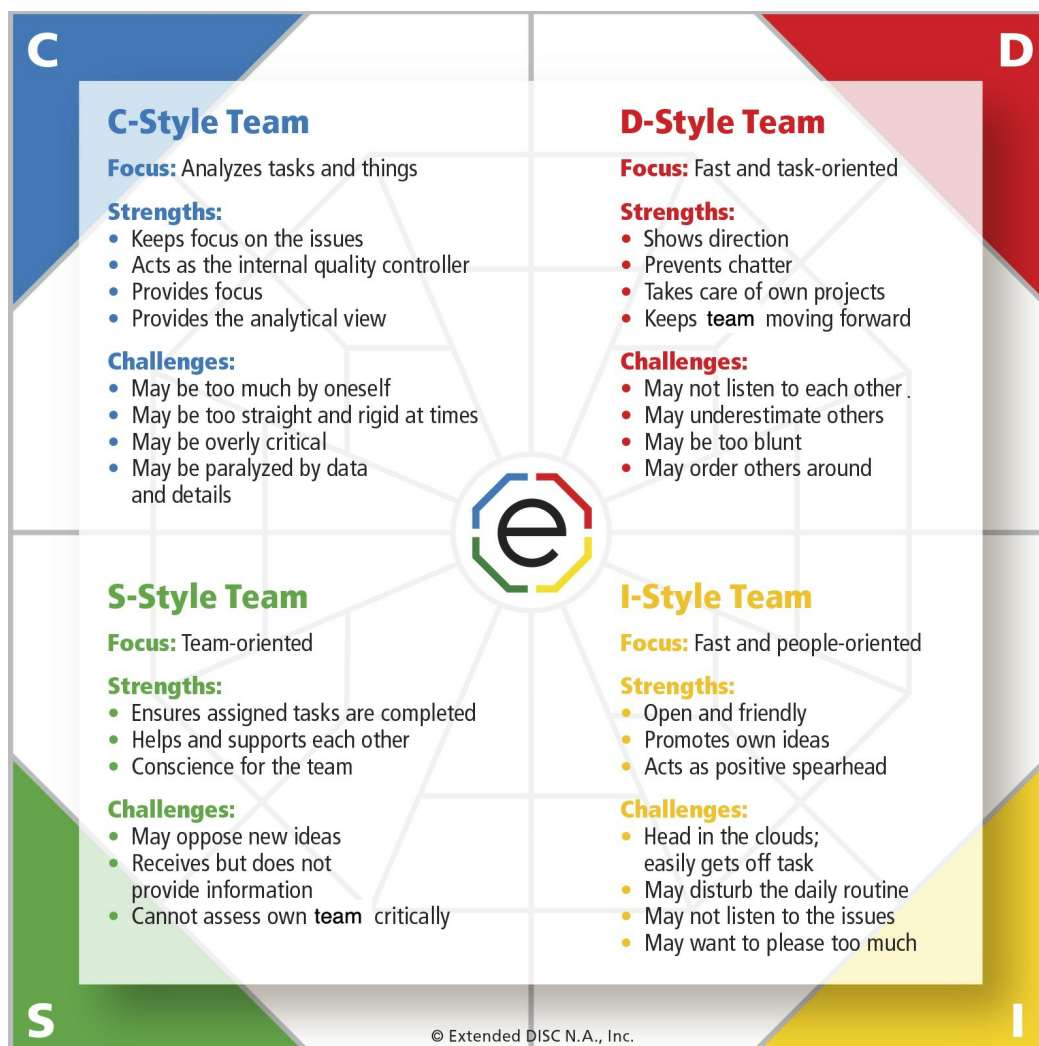




Introduction

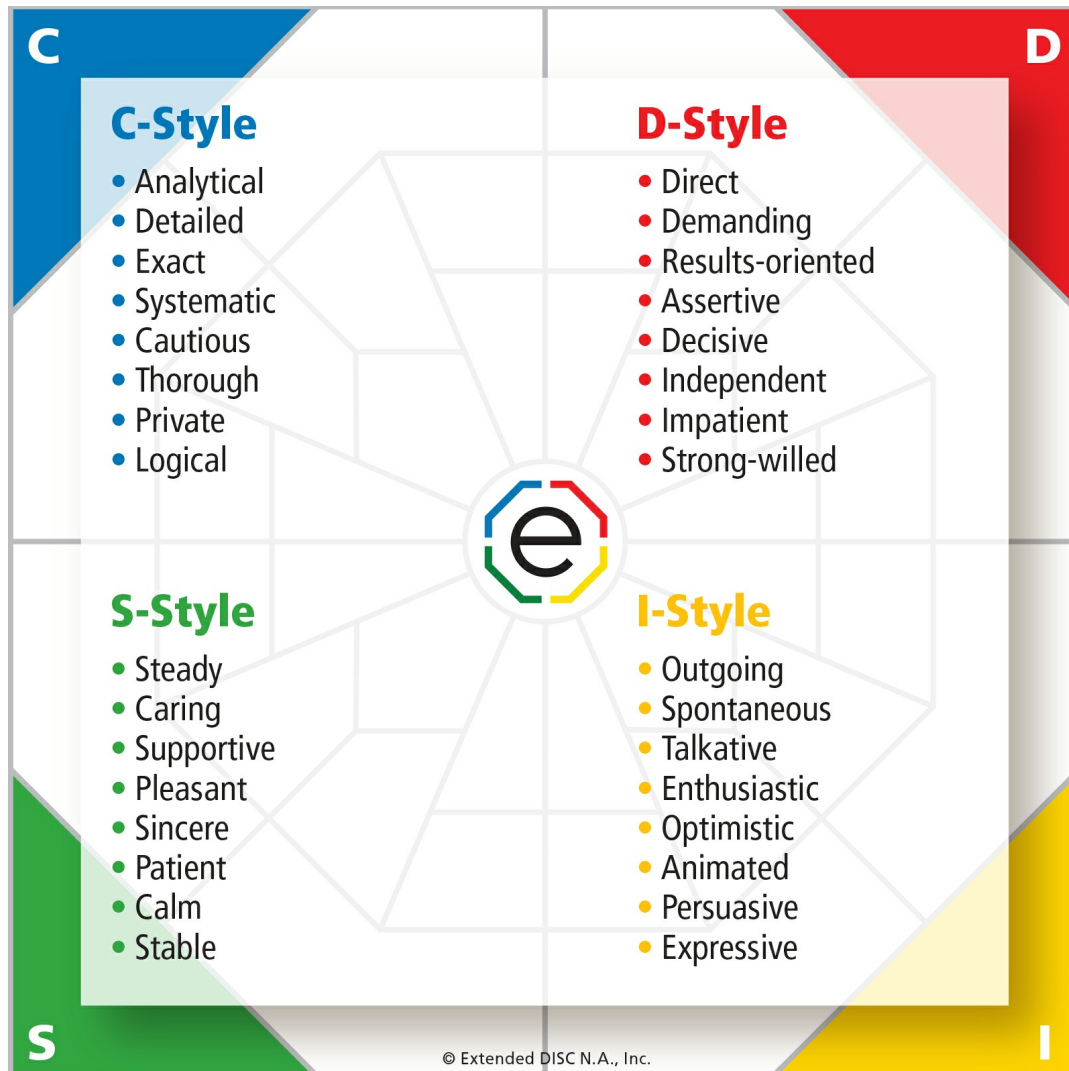
This Team Development assessment reflects your team's behavioral styles, showing "how people do what they do." The Team Development Assessment combines all of the team members' Individual Assessment results into one report. It shows the team's dynamics, strengths and development areas. It also illustrates how the team members are adjusting their behaviors in their existing work environments.

This assessment provides you with useful information about your team, but may also produce more questions. We recommend that you use it as a starting point to develop your team by generating continued dialogue amongst your group. Your team members are the true experts about themselves. Through this process a better understanding of strengths, development needs, and blind spots will emerge. This knowledge will help your team's performance and ability to communicate more effectively.





The Team Development Assessment divides all of the different behavioral styles into four main styles. These styles are not better or worse. Each of the styles has its own advantages and disadvantages.



Remember: Never share the full Team Development Assessment results unless all of the team members have given permission. If the team members were told their answers to their Extended DISC Individual Assessment questionnaires are kept confidential, you can lose trust. You can always just use the anonymous Your Team at a Glance Map.

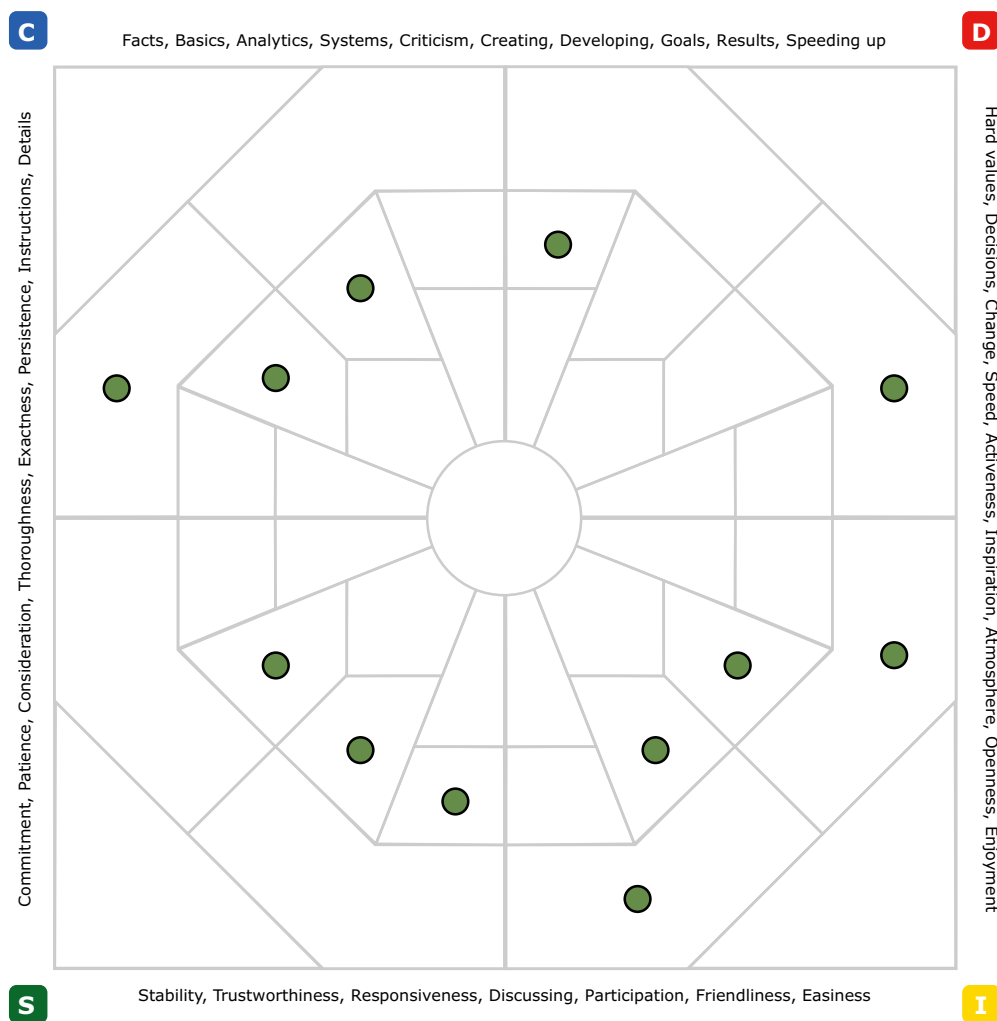
Visit www.ExtendedDISC.org for more information about DISC Styles.





Your Team at a Glance

The Extended DISC® Diamond shows where the natural behavioral styles of your team members fall. Each team member's Natural Style (Profile II) is represented by a dot on the Diamond. Determine which D, I, S, or C quadrant each member's dot is placed. That is his/her primary DISC style.

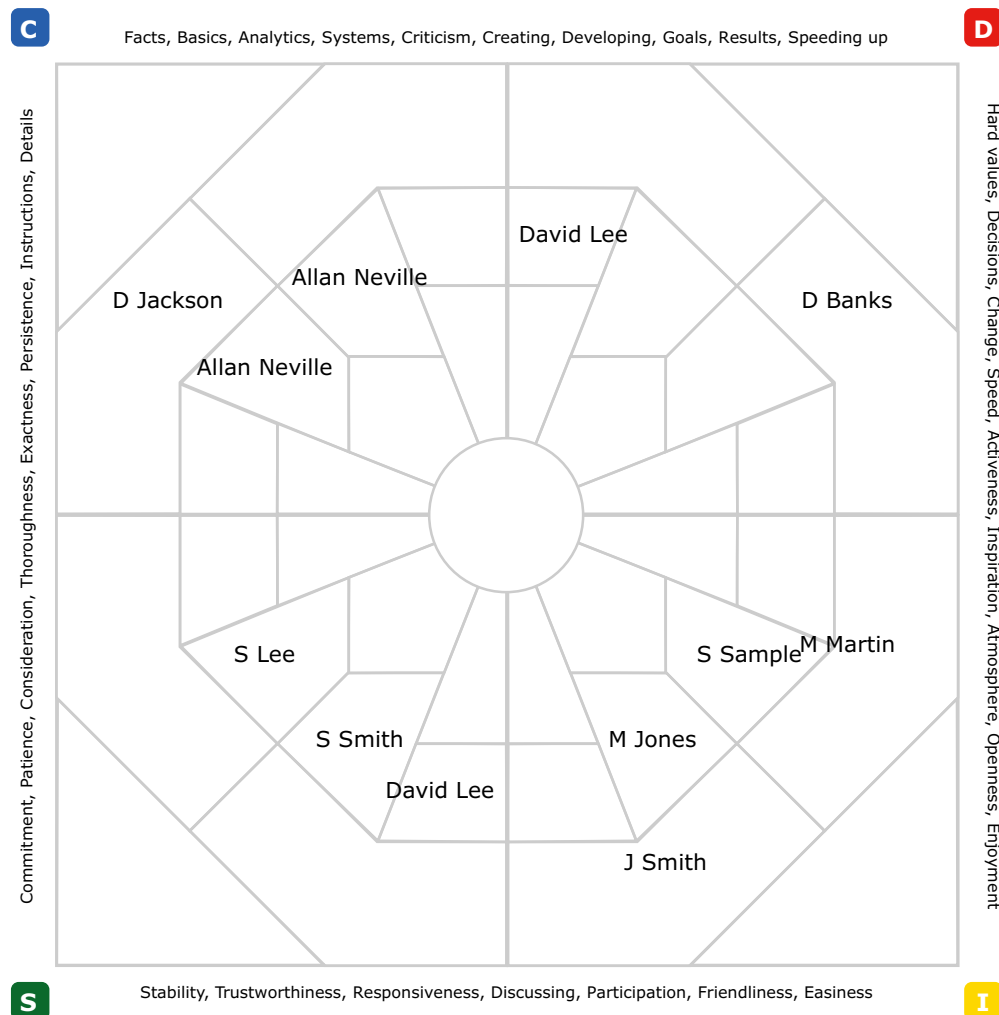


D	17%	2
I	33%	4
S	25%	3
C	25%	3
Total	100%	12



Your Team at a Glance with Names

The Name Map provides the same information as the Shotgun Map, but with team members' names instead of the dots. The position of the name is the position of the person's Profile II (natural style) on the Diamond.





Shotgun and Name Maps - Worksheet

After reviewing the results of the Team Development Assessment with your team, choose some of the questions below to discuss. Remember that this map shows each team member's natural style and the relationships to one another. Another way to think about the map is "how we do what we do."

How can each of us better interact? Take a moment to look at the overall distribution of your team. The goal is to think about what adjustments each team member can make to his/her behaviors. Remember, we can only control our own behaviors and not others.

AREAS OF THE DISC QUADRANTS WITH TEAM MEMBERS: Can you identify the strengths of the team from the maps? What behaviors are performed effectively by this team based on the DISC styles? Give specific examples (e.g., D-style: we work quickly to accomplish tasks):

AREAS OF DISC QUADRANTS WHERE WE HAVE FEW OR NO DISC STYLES REPRESENTED

Are there behavioral areas that your team needs to improve on that are not covered by your team members' styles (e.g., working quicker to get tasks done and working independently are D-style behaviors. If these are identified then are there D-style team members or does our team need additional training and development in this area?)

TEAM MEMBERS WITH SIMILIAR STYLES: Do subgroups or clustering of primary DISC styles need to be addressed (e.g., do team members with similar styles stick together?). Are there times where this style's areas of development are also emphasized? If so, what are some specific examples of the impact on team communications?



TEAM MEMBERS WITH SIMILAR STYLES: If subgroups have been identified what behavior changes could specifically improve communication between the subgroups? What steps can we make to include all team members?

FOR THE TEAM: What specific team behaviors can we modify to work better together and move our team forward? List 3 action oriented steps:

FOR EACH TEAM MEMBER (sharing is voluntary): Think of 1-2 members of this team you work the closest with. List 3 behaviors you will do differently to improve your interaction with the team member(s).

FOR EACH TEAM MEMBER (sharing is voluntary): Think of 1 member of this team you find most challenging to communicate with. Is his/her DISC style different from yours? List 3 behaviors you will do differently to improve your interaction with the team member.

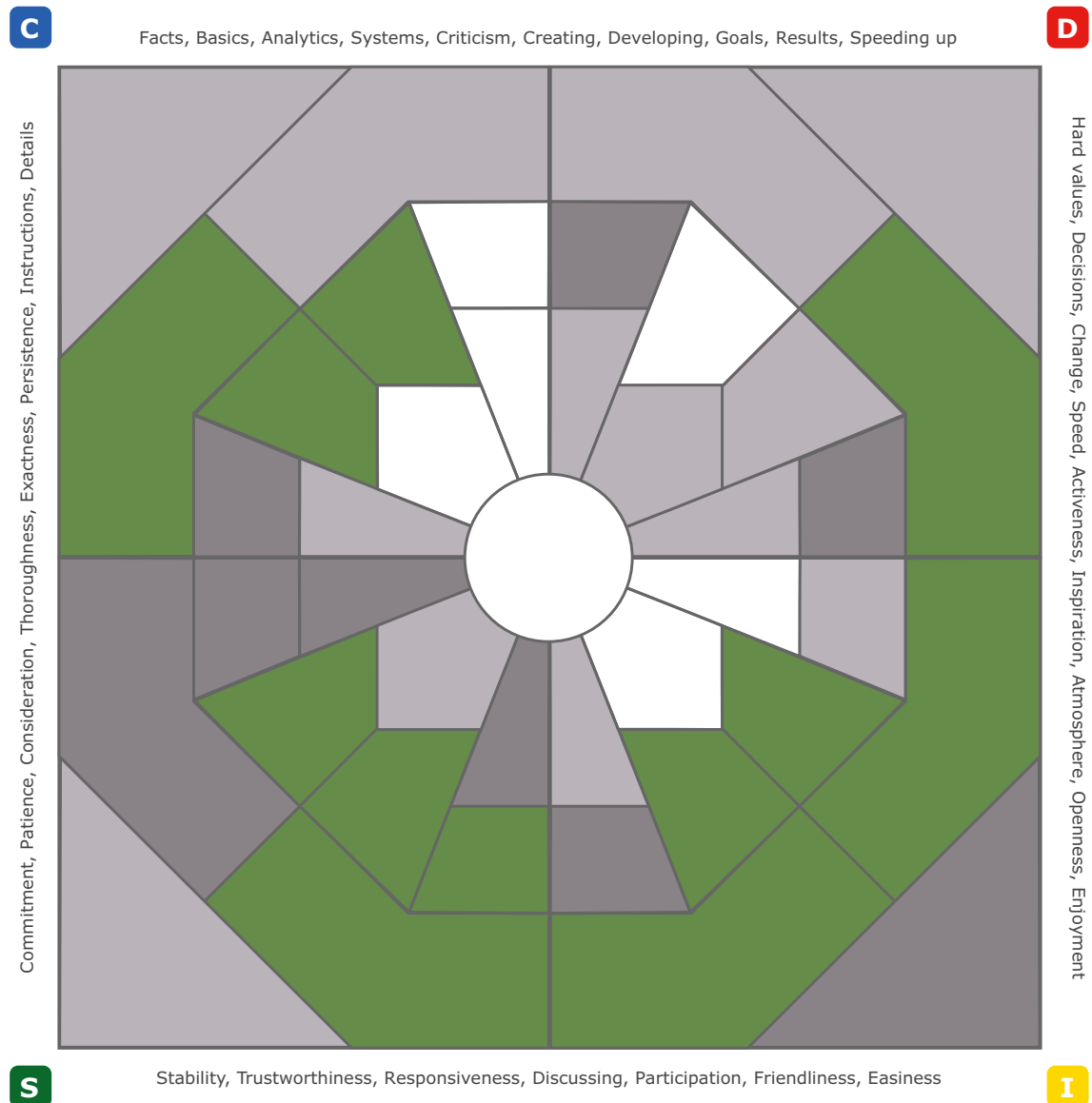


FOR THE TEAM MANAGER: Is there a possibility for better delegation of the team's responsibilities and tasks?



Team Flexibility Zones

The shadings in the Team Flexibility Zones map show the behavioral styles that are the most comfortable for the team members. The white spaces illustrate the areas on the Diamond that require the most energy, effort, and concentration from team members. The further from the deepest shade the members move, the more energy is required.





Team Flexibility - Worksheet

The shaded area reflects the DISC styles where your team prefers to operate.

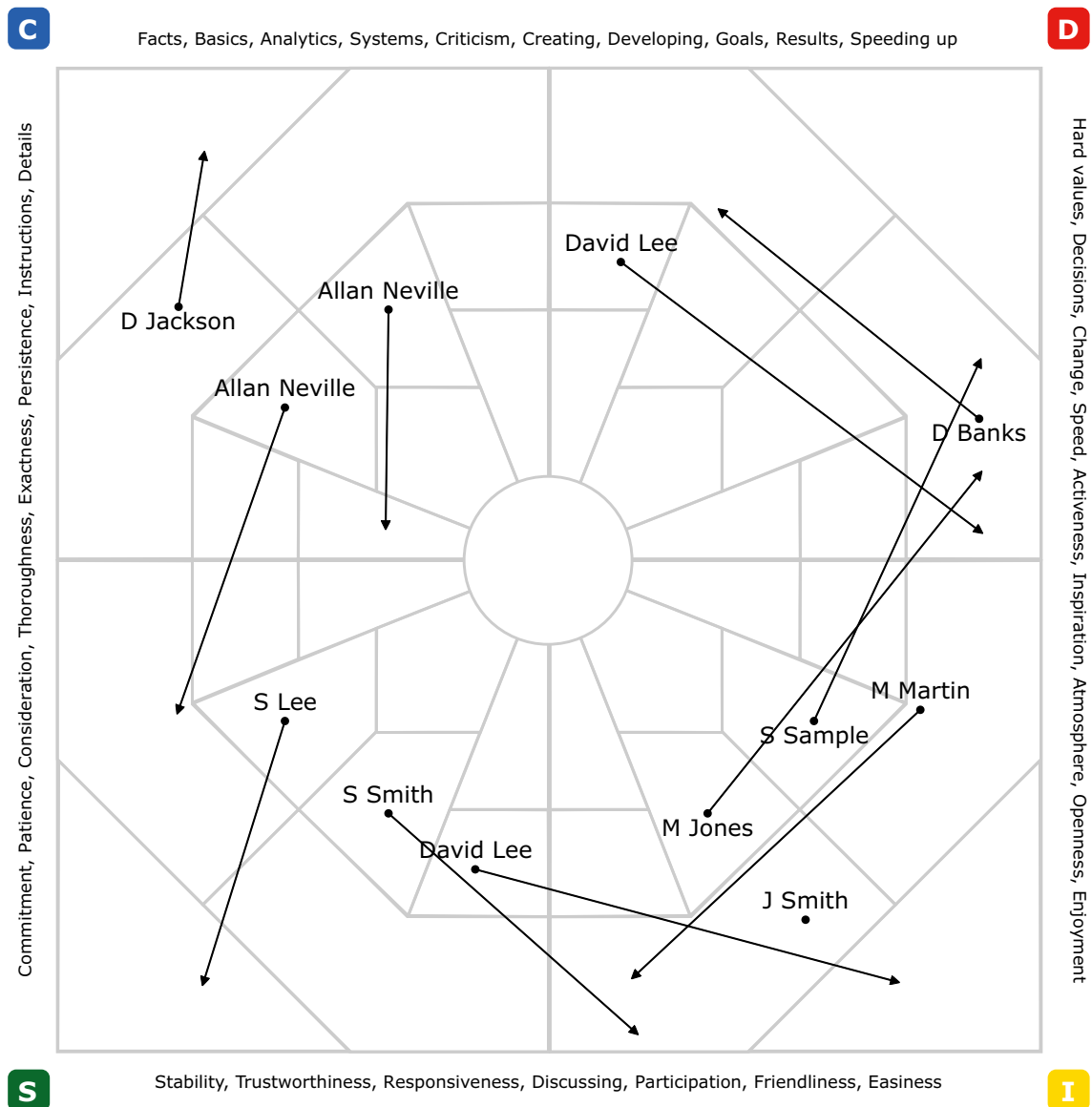
Look at your team's most comfortable areas (shaded). How is your team using these behavioral strengths?

Can you identify a few times where the team has overused its strengths? Explain.



Arrow Map

The Arrow Map shows both the natural behavioral style (Profile II) and the adjusted behavioral style (Profile I) of each team member on the Diamond. Profile I reflects a perceived adjustment that the individual believes would help him/her be more successful. However, we don't know if the behavioral adjustment would actually help the individual become more successful or even if the adjustment is actually made. The team member's Profile II is the starting point of the arrow and Profile I is the tip of the arrow.



Note! Profile I reflects the adjustments each team member considers making at the time he or she completed the questionnaire. Therefore, one should be careful in interpreting the results if there are significant gaps in the time when each team member completed the questionnaire.



Arrow Map - Worksheet

When you review the results of your team with the other team members, below are some issues to consider and discuss. Be careful of over reading data. It is important to have a clear understanding of the team.

Most of your team's arrows point to the same direction?

Possible interpretation: Most of the people on the team express a feeling that they must adjust their behavior in the same direction.

What reasons may exist to cause the team to feel pressured to adjust its behavior similarly?

Are there external factors causing the similar perceived adjustments that make it more difficult for your team to perform effectively? If so, what changes can be made?



Your team's arrows are moving in two main directions?

What reasons may cause the team members to feel pressured to move in different directions (e.g., sub-teams with different challenges)?

Your team's arrows do not have any visible similarities in direction:

Possible interpretation: The team does not express any external pressure that it would find difficult to cope with. There is no team level interpretation possible, but you can still view each team member's arrows.

Which direction is the arrow pointing for each team member?

Possible interpretation: The direction in which the individual is expressing that he/she wants or needs to adjust his/her behavior more than he/she is doing at present, due to the perceived pressures of the environment.

Where are the arrows moving away from for each team member?

Possible interpretation: The area where the individual feels he/she should pay less attention to better cope with the perceived requirements of the environment.



Your Team Member's Individual Profile Percentages

This page is a summary of your team members' individual DISC Profile percentages. The table below shows the distribution of each team members' D, I, S and C styles out of 100 percent and the date which they took the Extended DISC Assessment questionnaire.

Note! Profile I reflects the adjustments the team members consider making at the time they completed the questionnaire. Therefore, one should be careful in interpreting the results if there are significant gaps in the time when each team member completed the questionnaire.

Percentage Table

Person	Profile I				Date Analyzed	Profile II			
	D	I	S	C		D	I	S	C
Donald Banks	55	0	0	45	11.11.2011	70	30	0	0
Denise Jackson	0	0	0	100	11.11.2011	0	0	15	85
Mary Jones	50	50	0	0	11.11.2011	20	55	25	0
David Lee	90	10	0	0	11.11.2011	85	0	5	10
Sandy Lee	0	0	100	0	11.11.2011	0	5	55	40
David Lee	0	100	0	0	11.11.2011	10	20	70	0
Monica Martin	0	90	10	0	11.11.2011	45	55	0	0
Allan Neville	0	35	25	40	11.11.2011	15	0	5	80
Sam Sample	60	40	0	0	09.02.2016	35	40	25	0
John Smith	0	60	40	0	11.11.2011	0	50	50	0
Sally Smith	0	90	10	0	11.11.2011	0	20	65	15
Allan Neville	0	0	70	30	11.11.2011	15	0	35	50

D	17%	2
I	33%	4
S	25%	3
C	25%	3
Total	100%	12





Your Team Member at a Glance:

This page is a description of how each team member may be perceived by the others. Remember, everyone can modify his/her behaviors to fit a role or environment.

This list of attributes includes each team member's strengths. However, strengths can be overused when we feel strong emotions, stress, or fatigue. Under pressure we become "too" much of who we are. We need be aware that overusing our strengths can become a liability or weakness.

Donald Banks

Decisive, bold, direct, demanding, active, independent, restless, alert, results-oriented, communicative, outspoken, ambitious, competitive, seeks chances to win, hardheaded.

Denise Jackson

Detail-oriented, correct, practical, creative, logical, organized, planning, rich with ideas, thinking, patient, systematic, modest, careful, inquiring, considerate.

Mary Jones

Extroverted, sociable, pleasant, well-mannered, easy to approach, "soft supervisor," decisive, independent, calm, thorough, hardheaded, communicative, open.

David Lee

Direct, determined, logical, firm, demanding, distant, decisive, goal-oriented, innovative, thorough, exact, ambitious, sensible, strong-willed.

Sandy Lee

Calm, steady, patient, friendly, meticulous, thorough, modest, detail-oriented, dutiful, sincere, receptive conversationalist, careful, obedient, not irritating, teamworking.

David Lee

Thorough, calm, team-oriented, steady, patient, practical, pleasant, stubborn, unyielding, organized, planning, practical, considerate.

Monica Martin

Extroverted, sociable, independent, active, busy, stubborn, strong-willed, freedom-loving, demanding, direct, ambitious, competitive, inspiring.

Allan Neville

Exact, meticulous, practical, creative, planning, correct, careful, considerate planner, purposeful, logical, perfectionist, elaborator, thorough.

Sam Sample

Social, pleasant, sociable, thorough, organized, goal-oriented, ambitious, independent, emotionally unyielding, nice, easy to approach, people-oriented.

John Smith

Extroverted, sociable, open, social, peaceful, thorough, good listener, pleasant, concentrating, stubborn, dutiful, undemanding, adjustable.



Sally Smith

Traditional, calm, steady, good listener, identifies with the team, helpful, undemanding, passively pleasant, polite, exact, obedient, patient, concentrates on one thing.

Allan Neville

Exact, punctual, demanding, thorough, determined, handles details, shy, considerate, punctilious, concentrating, handles standards, patient, specializing.



Your Team Member at a Glance Worksheet

FOR EACH TEAM MEMBER (sharing is voluntary): Identify a strength that you bring to your team. Can you give an example of when you overused your strength? What will you do differently in the future?

FOR EACH TEAM MEMBER (sharing is voluntary): What are the things you will do differently now knowing your team members' attributes?



Next Steps:

FOR THE TEAM: Brainstorm team behaviors, so that if we all start doing them, our team will be more successful:

FOR EACH TEAM MEMBER (sharing is voluntary): What behavior adjustments or action steps can I personally change that would benefit my team?

FOR THE TEAM: What team behaviors do we do well? Keep doing them!

Remember that this Team Development Assessment is a starting point to generate dialogue amongst the team. Your team members are the experts about themselves. The goal is to gain a better understanding of ourselves and others to help improve communication and improve our team's performance.